VACANCY -2711

REFERENCE NR	:	**VAC00747/26**
JOB TITLE	:	**Software Developer**
JOB LEVEL	:	**C5**
SALARY	:	**R 651 627 - R 977 440**
REPORT TO	:	**Technical Manager**
DIVISION	:	**Application Maintenance**
DEPARTMENT	:	**AM: SAPS Unique**
LOCATION	:	**SITA Centurion**
POSITION STATUS	:	**Permanent (Internal & External)**

Purpose of the job

To lead the design, implementation, debugging, documentation, release and maintenance of software-based solutions, write code and enhance software/systems in accordance with ICT standards and the enterprise architecture for Government.

Key Responsibility Area

- Lead the design and development of new features for the software systems, and improvement of the existing ones.
- Implementation, debugging, documentation and release of the software solutions.
- Provide maintenance and enhancement support of the existing systems.
- Perform software systems coding assignments.
- Supervision of the Software development team.

Qualifications and Experience

Minimum: 3-year National Diploma/ Bachelor's degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.

Experience: 3- 5 years' experience with full software development lifecycle (SLDC), including solution development, operational responsibility in a large corporate/public sector organisation. The experience must include.

Good solid programming Skills and understanding of the Java language, Eclipse IDE, Spring MVC framework and Oracle database is essential and required. Extensive experience with working on multiple tasks and report status. Experience in interacting with customers.

Technical Competencies Description

Understanding of user requirement process Knowledge of Java development process and its technologies computer science including algorithms, data structures, operating systems and databases. Knowledge to design and develop test plans and software simulator to facilitate different levels of testing. Knowledge to report the results of different levels of testing report, the discrepancies between the software and its related documents. Development methodologies (e.g. RUP, OpenUp, Agile), SDLC COTS (Commercial of the Shelf) Products Security (Software and Technologies). Comprehensive knowledge of software testing techniques and tools Comprehensive knowledge and experience with one or more of the major database systems Oracle.Comprehensive Team-working experience.

Technical Competencies: Application Development, Application Maintenance and Support, Database Administration.

How to apply

To apply please log onto the e-Government Portal: **www.eservices.gov.za** and follow the following process;

1. Register using your ID and personal information;
2. Use received one-time pin to complete the registration;
3. Log in using your username and password;
4. Click on "Employment & Labour;
5. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

Or, if candidate has registered on eservices portal, access www.eservices.gov.za, then follow the below steps:

1. Click on "Employment & Labour;
2. Click on "Recruitment Citizen"
3. Login using your username and password
4. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs

For queries/support contact egovsupport@sita.co.za **OR call 080 1414 882**

CV`s sent to the above email addresses will not be considered

Closing Date: 23 January 2026

Disclaimer

SITA is an Employment Equity employer and this position will be filled based on the Employment Equity Plan. Correspondence will be limited to shortlisted candidates only. Preference will be given to members of designated groups.

- If you do not hear from us within two months of the closing date, please regard your application as unsuccessful.
- Applications received after the closing date will not be considered.
- It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).
- Only candidates who meet the requirements should apply.
- SITA reserves the right not to make an appointment.
- The appointment is subject to getting a positive security clearance, the signing of a performance contract, assessment recommendation, verification of the applicants' documents (Qualifications), and reference checking.
- Correspondence will be entered into with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.